

DX-9

**MICHIGAN**

**COMPLETE LABOR LAW POSTER**

**WHISTLEBLOWER PROTECTION ACT**  
ATTENTION EMPLOYEES

**MICHIGAN MINIMUM WAGE**  
Michigan Department of Licensing and Regulatory Affairs  
Bureau of Labor Standards  
160 East Wacker Drive, Suite 2010  
Ann Arbor, Michigan 48106-1500  
Toll-free: 1-800-287-2000

**ANTI-DISCRIMINATION NOTICE**

**CHILD LABOR LAWS**

**OCCUPATIONAL SAFETY AND HEALTH PROTECTION**  
**MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB**

**EMPLOYEE RIGHTS**  
EMPLOYEE POLYGRAPH PROTECTION ACT

**EEEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW**  
EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

**RIGHT TO KNOW LAW**  
This Workplace Covered by the Michigan Right to Know Law

**FEDERAL MINIMUM WAGE**  
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT  
**FEDERAL MINIMUM WAGE \$7.25**

**PRIORITY NOTICE**  
Regular Paydays for Employees of

**WITNESSENG STATION**  
YOU MAY NEED TO CHECK YOUR WITHHOLDING

**FAMILY AND MEDICAL LEAVE ACT**  
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

**MICHIGAN LAW**  
PROHIBITS DISCRIMINATION IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICES

**CIVIL RIGHTS**

**UNEMPLOYMENT COMPENSATION**

All-In-One  
**FLSA**  
Information Poster

**State Minimum Wage Rates**

State	Rate	Effective Date
Alabama	\$7.25	7/1/17
Alaska	\$9.25	7/1/17
Arizona	\$12.00	1/1/18
Arkansas	\$7.25	7/1/17
California	\$11.00	1/1/18
Colorado	\$11.50	1/1/18
Connecticut	\$11.00	1/1/18
Delaware	\$9.50	7/1/17
District of Columbia	\$15.00	7/1/17
Florida	\$8.50	7/1/17
Georgia	\$7.25	7/1/17
Hawaii	\$10.00	7/1/17
Idaho	\$7.25	7/1/17
Illinois	\$9.25	7/1/17
Indiana	\$7.25	7/1/17
Iowa	\$7.25	7/1/17
Kansas	\$7.25	7/1/17
Kentucky	\$7.25	7/1/17
Louisiana	\$7.25	7/1/17
Maine	\$11.00	7/1/17
Maryland	\$10.00	7/1/17
Massachusetts	\$11.00	7/1/17
Michigan	\$7.25	7/1/17
Minnesota	\$9.50	7/1/17
Mississippi	\$7.25	7/1/17
Missouri	\$7.25	7/1/17
Montana	\$7.25	7/1/17
Nebraska	\$7.25	7/1/17
Nevada	\$9.50	7/1/17
New Hampshire	\$11.00	7/1/17
New Jersey	\$11.00	7/1/17
New Mexico	\$7.25	7/1/17
New York	\$15.00	7/1/17
North Carolina	\$7.25	7/1/17
North Dakota	\$7.25	7/1/17
Ohio	\$7.25	7/1/17
Oklahoma	\$7.25	7/1/17
Oregon	\$11.50	7/1/17
Pennsylvania	\$7.25	7/1/17
Rhode Island	\$11.00	7/1/17
South Carolina	\$7.25	7/1/17
South Dakota	\$7.25	7/1/17
Tennessee	\$7.25	7/1/17
Texas	\$7.25	7/1/17
Utah	\$7.25	7/1/17
Vermont	\$11.00	7/1/17
Virginia	\$7.25	7/1/17
Washington	\$15.00	7/1/17
West Virginia	\$7.25	7/1/17
Wisconsin	\$7.25	7/1/17
Wyoming	\$7.25	7/1/17

**What You Need to Know About the Fair Labor Standards Act (FLSA)**

The Fair Labor Standards Act establishes minimum wage, overtime pay, recordkeeping, and child employment standards affecting employees in the private sector and in Federal, State, and local governments.

**Exemption Examples**

**Executive Exemption:** Employees who manage the business of the employer or the business of a customer or client of the employer.

**Administrative Exemption:** Employees who perform office or non-manual work directly related to the management or general business operations of the employer or the business of a customer or client of the employer.

**Professional Exemption:** Employees who perform work requiring advanced knowledge, such as that acquired by a prolonged course of specialized instruction or apprenticeship, or by extensive on-the-job training.

**Other Labor Provisions**

**Child Labor:** The FLSA restricts the hours and types of work that minors can perform.

**Recordkeeping:** Employers must keep accurate records of hours worked and wages paid.

**Overtime Pay:** Employees are entitled to overtime pay for hours worked in excess of 40 hours per week.

**Minimum Wage:** Employers must pay at least the minimum wage to their employees.